



## **Borough of Bernardsville**

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### **RESOLUTION #13- 41**

#### **APPROVING A MEMORANDUM OF AGREEMENT WITH BERNARDSVILLE PUBLIC WORKS EMPLOYEES ASSOCIATION**

**BE IT RESOLVED** by the Borough Council of the Borough of Bernardsville to approve a Memorandum of Agreement Between the Borough of Bernardsville and Bernardsville Public Works Employees Association, January 1, 2012 through December 31, 2013, copies attached hereto.

I, Sandra G. Jones, Clerk of the Borough of Bernardsville, hereby certify the foregoing to be a true and exact copy of a resolution adopted by the Borough Council at a duly convened meeting held January 28, 2013.

PWCONTRACT.RES

**MEMORANDUM OF AGREEMENT**  
between the  
**BOROUGH OF BERNARDSVILLE**  
and  
**BERNARDSVILLE PUBLIC WORKS EMPLOYEES' ASSOCIATION**

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The above-captioned parties hereby agree to the following terms of settlement for a new Collective Bargaining Agreement. This Memorandum of Agreement is subject to ratification by the employees in the Public Works Employees' Association bargaining unit and the Borough.

1. Duration – January 1, 2012 through December 31, 2013.
2. The Borough reserves the right to implement any technological and/or manual procedures to manage its operations and employees.
3. Article XVI, Insurance and Healthcare, shall be modified to comply with the State of New Jersey law.
4. Article XVII, Retirement, Section A, shall be amended to include the following language:

This article shall only apply to employees hired before January 1, 2013.

5. Article XXIV, Hours of Work, Section B, shall be deleted and replaced with the following language:

The Union recognizes the right of the Borough to alter or eliminate Friday hours after discussion with the Union.

6. Article XXVII, Overtime, Section H, shall be revised to state:

After sixteen (16) hours of work an employee will receive one (1) compensatory day which shall be scheduled and used, subject to the approval of the supervisor, within forty-five (45) days of earning the compensatory day. If the compensatory day is not scheduled and used within forty-five (45) days the supervisor shall schedule the day.

7. Salary

Effective January 1, 2012 all salaries shall be increased by 2%

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8. Article X, Work Assignments, shall be amended to include the following language:

- a. Any person that operates heavy equipment must operate the heavy equipment ten (10) times per year before receiving operator pay. However, if a Public Works employee has three (3) years or more of service and is determined by the Borough to be qualified to operate the heavy equipment, the employee shall be exempt from the ten (10) day threshold set forth above.

The above captioned terms of settlement have been agreed by the respective negotiating committees for the Borough and the Bernardsville Public Works Employees' Association on January 9, 2013.

Borough of Bernardsville:

Ralph A. Manif  
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Bernardsville Public Works  
Employees' Association:

Robert T. Cadotte  
Ken Heliker